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| **SENCO Person Specification** | **Essential** | **Desirable** |
| **Qualifications** | | |
| Qualified teacher status | **X** |  |
| Degree | **X** |  |
| Hold the national award for SEN |  | **X** |
| Commitment to gaining SENCO qualification (if not already held) | **X** |  |
| **Experience** | | |
| Successful previous teaching in a primary school | **X** |  |
| Held SENCO role |  | **X** |
| Carried out SEN reviews |  | **X** |
| Experience of identification, support, planning and monitoring of  the progress of SEND pupils | **X** |  |
| Providing training and support in areas related to SEN |  | **X** |

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| **Skills and Knowledge** | | |
| Ability to problem-solve as part of a team or working alone | **X** |  |
| Confident at following through on tasks and resolving enquiries | **X** |  |
| Proactive | **X** |  |
| Positive attitude | **X** |  |
| Demonstrates resilience | **X** |  |
| Professional and approachable | **X** |  |
| Sound knowledge of the SEN Code of Practice | **X** |  |
| Excellent communicator | **X** |  |
| Can work collaboratively with others and develop good working relationships | **X** |  |
| Knowledge of National Curriculum and Early Years Framework | **X** |  |
| Understanding of ‘quality first’ teaching, and effective intervention strategies | **X** |  |
| Ability to facilitate appropriate support through the effective  deployment of staff and resources | **X** |  |
| Ability to identify pupils’ needs and act upon them in order to  raise standards | **X** |  |
| Ability to effectively manage pupils’ behaviour in a positive manner in accordance with the school behaviour policy | **X** |  |
| High degree of attention to detail | **X** |  |
| Good ICT skills, particularly ICT to support learning | **X** |  |
| Experience of using school IT systems e.g. CPOMS | **X** |  |
| Ability to use assessment data to monitor pupil progress and review SEN provision | **X** |  |
| **Attributes** | | |
| High expectations for children’s attainment and progress | **X** |  |
| Committed to own continuing professional development | **X** |  |
| Committed to putting children’s education first | **X** |  |